



EQUAL OPPORTUNITY POLICY

Rationale:

Equal opportunity means that every person can participate freely and equally in areas of public life such as in the workplace, in education, or in accessing goods and services. Discrimination is treating, or proposing to treat, someone unfavourably or bullying them because of a personal characteristic protected by law. Equal opportunity law aims to promote everyone's right to equal opportunities; eliminate, as far as possible, discrimination and sexual harassment; and provide redress for people whose rights have been breached.

All employees, students, parents, school council members, contractors and volunteers are required to act in accordance with equal opportunity, anti discrimination, harassment and vilification legislation. We all have a responsibility to ensure department workplaces including schools are respectful, safe and inclusive and free of discrimination, harassment, vilification and otherwise unlawful and unacceptable behaviours.

Aims:

To provide a Child Safe and inclusive environment that does not tolerate unlawful discrimination, harassment and vilification and provides equal opportunity for all.

To take account of the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable.

Implementation:

Our school:

- values diversity and provides equal opportunity for all.
- has established mandatory reporting procedures
- has established procedures for employees and students to make complaints and have issues resolved relating to unlawful discrimination or sexual harassment (see HRWeb for Complaints Resolution Procedures);
- acknowledges that complaints can be lodged with external bodies (i.e. with the Principal, the Regional Director, the Merit Protection Boards, the Victorian Equal Opportunity and Human Rights Commission or the Australian Human Rights Commission);
- has a clear commitment to investigate all complaints promptly with confidentiality and impartiality;
- provides assurance that complainants and witnesses will not be victimised in any way.

This Policy was ratified at School Council Meeting **21st June 2017**
School Council Approved – President